

Justification of Uncontrollable and Related Changes

National Recreation and Preservation

	2001 <u>Estimate</u> \$(000)	2002 <u>Change</u> \$(000)
<u>Additional Cost in 2002 of the January Pay Raises</u>		
2001 Pay Raise	642	[+162]
2002 Pay Raise		+473
<p>These adjustments are for an additional amount needed in 2002 to fund the remaining 3-month portion of the estimated cost of the, on average, 3.7 percent pay increases effective in January 2001 and the additional costs of funding an estimated 3.6 percent January 2002 pay increase for GS-series employees and the associated pay rate changes made in other pay series. Adjusting for such reforms as delayering organizations, contracting out work more appropriately done in the private sector, re-examining position grades, management streamlining, and program FTE streamlining will be used to offset a portion of the added costs.</p>		
<u>One Additional Paid Day</u>	NA	+52
<p>This adjustment reflects the fact that there is one more paid day in FY 2002 than in FY 2001.</p>		
<u>CSRS/FERS Retirement Costs</u>	NA	+36
<p>The adjustment is for changes in estimated retirement costs paid by the bureau. It results from changes in the relative proportion of FERS employees in the workforce.</p>		
Total Adjustments		+\$561